

CIVIL SERVICE COMMISSION REGULAR MEETING AGENDA

September 14, 2021 at 2:00 p.m. via Zoom platform

Dial by your location

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888 475 4499 US Toll-free

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Meeting ID: 882 3231 6705

Find your local number: <https://us06web.zoom.us/j/kcZV1SkjoZ>

1. Meeting Minutes

The Minutes from the regular monthly Civil Service Commission meeting on August 10, 2021 are submitted for review.

2. Merit Increases

3. Permanent Appointments

4. Vacancy Report

5. Examiner's Report – Police Officer Exam #2365

The Commission is asked to review the Examiner's Report for the entry level Police Officer exam #2365.

6. Certification of Employment List – Police Officer Exam #2365

The Commission is asked to certify the employment list for the entry level Police Officer exam #2365.

7. Examiner's Report – Fire Inspector Exam #2373

The Commission is asked to review the Examiner's Report for the promotional Fire Inspector exam #2373.

8. Certification of Promotional Employment List – Fire Inspector Exam #2373

The Commission is asked to certify the promotional list for the Fire Inspector exam #2373.

9. Examiner's Report – Public Safety Telecommunicator Exam #2368

The Commission is asked to review the Examiner's Report for the Public Safety Telecommunicator exam #2368.

10. Certification of Public Safety Telecommunicator Exam #2368

The Commission is asked to certify the employment list for the Public Safety Telecommunicator exam #2368.

11. Examiner's Report – Civilian Detention Officer Exam #2367

The Commission is asked to review the list Examiner's Report for the Civilian Detention Officer exam #2367.

12. Certification of the Civilian Detention Officer Exam #2367

The Commission is asked to certify the employment list for the Civilian Detention Officer Exam #2367.

13. Request to Approve Amended Job Description for Personnel Director

The Office of the City Attorney has submitted a request to approve the amended job description for Personnel Director.

14. Table of Organization

The Office of the City Attorney has requested an additional Paralegal to the Table of Organization to assist with Freedom of Information requests.

15. Waiver Request – Ms. Chevelle Moya Cameron

The Commission has received a request from Ms. Chevelle Moya Cameron for a 6-month waiver regarding the hiring process for entry level Police Officer #2365.

16. Waiver Request – Ms. Alexis Martin

The Commission has received a request from Ms. Alexis Martin for up to a one-year waiver regarding the hiring process for entry level Police Officer #2365.

17. Waiver Request – Mr. Noam Meir

The Commission has received a request from Firefighter Noam Meir for a 6-month waiver regarding the Fire Inspector #2373 exam promotional process.

18. Waiver Request – Mr. Carlos A. Reyes

The Commission has received a request from Firefighter Carlos A. Reyes for a 6-month waiver regarding the Fire Inspector #2373 exam promotional process.

19. Appeal Request – Ms. Sandra J. Diaz Petrusaitis

The Commission has received a request for an appeal from Ms. Sandra J. Diaz Petrusaitis regarding her disqualification from the hiring process for Public Safety Telecommunicator #2368 exam due to her failure to appear to a mandatory orientation. Ms. Diaz Petrusaitis is represented by Attorney Thomas Bucci.

20. Appeal Request – Mr. Carlos Pabon

The Commission has received a request for an appeal from Attorney Thomas Bucci, on behalf of his client, Police Officer Carlos Pabon, regarding Sergeant promotions.

21. Appeal Request – Ms. Daunne Blake

The Commission has received an appeal from Attorney Doug Walton, on behalf of his client, Ms. Daunne Blake, regarding her disqualification from the entry level firefighter exam #2360 hiring process. Her psychological exam resulted in a recommendation not to hire.

22. Acting Personnel Director Report

Exams:

- Public Safety Supervisor
- Public Safety Telecommunicator
- Police Lieutenant
- Civilian Detention Officer

Next regular monthly CSC meeting is scheduled for Tuesday, October 12, 2021.

23. Personnel Director Exam Update

CIVIL SERVICE COMMISSION REGULAR MEETING

August 10, 2021 at 2:00 p.m. via Zoom platform

MINUTES

Commissioner Falberg called the regular meeting of the Civil Service Commission to order at 2:06 p.m. Present were Commissioners Buccino, Hall, Rodgers and Grech; Acting Personnel Director Eric Amado, Clerk to the Commission Deborah Brelsford; Acting Fire Chief Lance Edwards

1. Meeting Minutes

The Minutes from the regular monthly Civil Service Commission meeting on July 13, 2021 and the special Civil Service Commission meeting on July 19, 2021 are submitted for review.

**** COMMISSIONER RODGERS MOVED TO APPROVE THE MINUTES OF THE REGULAR MONTHLY CIVIL SERVICE COMMISSION MEETING ON JULY 13, 2021 AND THE SPECIAL CIVIL SERVICE COMMISSION MEETING ON JULY 19, 2021.**

**** COMMISSIONER BUCCINO SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

2. Merit Increases –

Mr. Amado reviewed the Merit Increases.

FIRE JOB	TITLE	EFFECTIVE AUGUST 3, 2021
ROBERT LOPEZ	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
DARRYL GARDNER	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
JOHN NUZZI	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
DANIEL WRESILO	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
JOSE MUNOZ	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
TERRENCE CRAMER	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
AGIM BUNGU	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
ALBERT FIGUEROA	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
ANGEL ROSADO	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
DANIEL PAZ	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
CHRISTOPHER SANCHEZ	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
ERIC SPOONER	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
MOHAMMAD KHAN	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
ANGEL CINTRON	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
JAMIE MEDINA	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
JORGE QUINTANILLA	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
CARLOS REYES	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
JORGE RUIZ	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
JAIME RODRIGUEZ	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
ADALBERTO PLANAS	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP
HERMAN WEBB	FIRE FIGHTER	\$65,996.00 (3) TO \$70,393.00 (4) TOP

POLICE	JOB TITLE	EFFECTIVE AUGUST 3, 2021
JAMAR EDWARDS	POLICE OFFICER	\$70,467.00 (3) TO \$75,164.00 (4) TOP
ANTOINE SISTRUNK	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
ERICA ILLESCAS	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
KEVIN BETTINI	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
KAREN ESTRONZA	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
KEVIN CUGINI	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
STEVEN CALDWELL	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
MICHAEL HERNANDEZ	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
ANDREW ORUM	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)
JOSEPH CHARLES	POLICE OFFICER	\$63,252.00 (2) TO \$70,467.00 (3)

**** COMMISSIONER BUCCINO MOVED TO APPROVE THE MERIT INCREASES AS PRESENTED.**

**** COMMISSIONER RODGERS SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

3. Permanent Appointments – CERTIFY FOR PAYROLL

Mr. Amado reviewed the Permanent Appointments with the Commissioners.

Permanent Appointments – August 2021 Meeting

IDR	Last Name	First Name	Job Title	Effective Date
218850	Piazza	John	Data Analyst	5/2/2021

<u>FIRE</u>	<u>JOB TITLE</u>	<u>EFFECTIVE</u>
SHPRESA BUNGU	FIRE FIGHTER	8/17/2021
TYSHAUN LESTER	FIRE FIGHTER	8/17/2021
ALEX SCOTT	FIRE FIGHTER	8/17/2021
WILLIAM VOLLENWEIDER	FIRE FIGHTER	8/17/2021
BRIAN ZAYAS	FIRE FIGHTER	8/17/2021
TYSHAWN PORCHEA	FIRE FIGHTER	8/20/2021
PHILLIP DUNCAN	FIRE FIGHTER	2/3/2021

**** COMMISSIONER GRECH MOVED TO APPROVE THE PERMANENT APPOINTMENTS AS PRESENTED.**

**** COMMISSIONER HALL SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

4. Vacancy Report – NOTED FOR THE RECORD

Mr. Amado presented the report.

VACANCIES – Report 08/10/2021

Competitive Positions	Former	Replacement
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FIRE DEPARTMENT
Firefighter Recruits (6)

Kevin Corbi	Vacant
David Otero	Vacant
Michael Baik	Vacant
Terry Mincy	Vacant
NEW	Vacant
NEW	Vacant

POLICE DEPARTMENT
Police Sergeant

Hiram Jimenez	Tresha Parks
Gregg Granello	Michael Sigrist

Non-competitive Positions

Former	Replacement
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REGISTRAR OF VOTERS

Data Entry

NEW	Jennifer Zarak
NEW	Jowanne Burks
NEW	Marilyn Castro
NEW	Sindy Wilk

MAYOR'S OFFICE
Mayoral Aide

NEW	Vacant
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BUILDING

Electrical Inspector
Mechanical Inspector

Anthony Cavalli	Vacant
Louis Debiase	Vacant

BENEFITS ADMINISTRATION
Clerk A (Floater)

Samantha Jack	Vacant
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POLICE DEPARTMENT
Parking Enforcement Officer

Samuel Gant	Vacant
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PUBLIC FACILITIES

Payroll Compensation Processor
Project Manager

Tatiana Urena	Vacant
NEW	Vacant

**** COMMISSIONER HALL MOVED TO APPROVE THE VACANCY REPORT AS PRESENTED.**

**** COMMISSIONER RODGERS SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

ACTING DIRECTOR'S REPORT

Exams:

- Public Safety Supervisor – placed on hold in order to complete the time-sensitive Fire Inspector exam.

- Public Safety Telecommunicator – Two candidates were hired in the new test and their Background screenings are underway.
- Entry Level Police Officer – The exams were held and results were published on August 6th and 137 candidates are on that list.
- Police Lieutenant – Will be held in September.
- Civilian Detention Officer – 3 to 4 applicants attended the OIA background orientation on July 17th to begin the processing. They have also attended a medical appointment for controlled substances.
- Fire Inspector – Nine of ten candidates passed the exam and the 30 day review period has begun. Mr. Amado thanked the Chiefs for allowing Civil Service to use the space in Fire Headquarters.

The next regular monthly CSC meeting is scheduled for Tuesday, September 14, 2021

Commissioner Falberg asked about the job openings that did not require testing. Mr. Amado reviewed the process involving the competitive and non-competitive positions.

Mr. Amado left the meeting at 2:19 p.m.

PERSONNEL DIRECTOR EXAM UPDATE

Ms. Mastronunzio said that they were working on the Personnel Director Exam and the position has been posted in City Hall and nationally through Graystone Agency. She went on to list a number of job sites where the position was posted. The Department is on track to give the exam if enough applications are received.

Commissioner Grech asked what would happen if there were not enough applicants. Ms. Mastronunzio said that they would like to have 3 to 5 applicants and if no enough candidates apply, they may leave the posting open until they have enough applicants.

In closing, Ms. Brelsford said that Commissioner Buccino will be with the Commission until October.

ADJOURNMENT

**** COMMISSIONER BUCCINO MOVED TO ADJOURN.
 ** COMMISSIONER HALL SECONDED.
 ** THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned 2:24 p.m.

Respectfully submitted,

Telesco Secretarial Services

PERMANENT APPOINTMENTS – SEPTEMBER 2021 MEETING

ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
219353	Hutchinson	Melissa	Zoo Keeper	8/15/2021

POLICE PERMANENCY SEPTEMBER 14, 2021 C.S.C. MEETING

POLICE	JOB TITLE	EFFECTIVE
LAMEIK SELDON-BLACK	POLICE OFFICER	9/14/2021
ZACHARY RUSCOE	POLICE OFFICER	9/14/2021
DANIEL BUCKLEY	POLICE OFFICER	9/14/2021
ZACHARY SCHULER	POLICE OFFICER	9/14/2021
ROLANDO MONTERO	POLICE OFFICER	9/14/2021
DAVIS TEXEIRA	POLICE OFFICER	9/14/2021
BRITTNEY BAER	POLICE OFFICER	9/14/2021
WILBERTO RIVERA-COLON	POLICE OFFICER	9/14/2021
LEANDRO FLORIAN	POLICE OFFICER	9/14/2021
DARRYL WILSON JR	POLICE OFFICER	9/14/2021
JAMESON ROWLAND	POLICE OFFICER	9/14/2021
RUSSELL OUELLETTE	POLICE OFFICER	9/14/2021
RACHEL HARRY	POLICE OFFICER	9/14/2021
MICHAEL CUNEO	POLICE OFFICER	9/14/2021
JOSHUA WALKER	POLICE OFFICER	9/14/2021

VACANCIES – Report 09/14/2021

Competitive Positions

POLICE DEPARTMENT

Detectives

Former

John Tenn
Benedetto Cortina

Replacement

Vacant
Vacant

Non-competitive Positions

AIRPORT

Airport Serviceman I
Airport Certification Specialist

Former

Cruz Anthony Delgado
Robert Pagan

Replacement

Vacant
Vacant

HOUSING & COMMUNITY DEVELOPMENT
Sr. Housing & Community Development Manager

NEW

Vacant

PARKS & REC
Recreation Coordinator

Vaughn Sims

Vacant

ENGINEERING
Civil Engineer I
Maintainer I, Grade I

Megha Gain
Rodney Poulous

Vacant
Vacant

POLICE
Parking Enforcement Officer
Assistant Special Projects (2)
School Crossing Guards (6)

April Robles
NEW
Edwin Rosado
Elizabeth Espinal
Orlando Rodriguez
Eva Nieves
Mary Fletcher
Rose Muniz

Vacant
Vacant
Vacant
Vacant
Vacant
Vacant
Vacant
Vacant

PUBLIC FACILITIES
Mason
Maintainer I, Grade I
Maintainer I, Grade I
Maintainer I, Grade II

Tevin Newton
Davon Lott
Ryan Daddana
Gilberto Nieves

Vacant
Vacant
Vacant
Vacant

Black = competitive
Blue = non-competitive



CITY OF BRIDGEPORT, CONNECTICUT

OFFICE OF THE CIVIL SERVICE COMMISSION

EXAMINER'S REPORT

Exam Title	Entry Level Police Officer	Exam #	2365
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Exam Summary:

- This examination was announced on April 4, 2021 and we accepted applications until June 4, 2021
- The written examination was held on several dates to accommodate for COVID-19 social distancing:
 - Saturday, June 19, 2021 at Central High School
 - Saturday, June 26, 2021 at Central High School and at Fairchild Wheeler
 - Saturday, July 3, 2021 at Fairchild Wheeler
- Candidates who passed the written exam were invited to appear for an oral interview, held at Central High School on July 20, 21 and 22, 2021. Two candidates were interviewed via Zoom
- Candidates were notified of their scores on August 6, 2021 and a preliminary ranked list was established
- The 30-day waiting period began on August 6, 2021 and ended on September 5, 2021
- No appeals were received
- All candidates were notified of their final standing on the ranked list on September 10, 2021

Candidate Summary:

Candidate Phase	# of Candidates
Applied	432
Failed to complete application process	16
Did not meet minimum qualifications	3
Withdrew	12
Failed to appear for the written exam	146
Took the written exam	256
Did not attain the minimum written score	33
Invited to Oral Exam	223
Failed to appear for the oral exam	24
Did not attain a minimum written exam score	6
Did not obtain a CHIP card	56
Passed the oral exam	137

Exam Review and Appeal Summary:

- 1 candidate participated in the exam review during the 30-day review process
- No appeals were filed with the Examiner

Conclusion:

This exam was developed and conducted in accordance with *The Uniform Guidelines on Employee Selection Procedures* and complies with all laws prohibiting discrimination.

The final ranked list is attached as Exhibit A and is submitted for the Commission's consideration for certification.

EXHIBIT A
Entry Level Police Officer Examination #2365
Established August 6, 2021

Last Name	First Name	Final Score	Final Rank
Angelo	Michael	108.78	1
Coulter	Andre	104.61	2
Trinh	Tommy	103.57	3
Fowler	Nathan	102.81	4
Montes	Ariel	102.31	5
Reopel	Brian	101.98	6
Merced	Luisa	101.92	7
McKinson	Kiara	101.30	8
Campbell	Davel	101.19	9
Garcia	Tamara	100.41	10
Nerette	Therancy	100.32	11
Aimable	Garnett	99.84	12
Marte	Robert	99.01	13
Perkowski	Michal	98.52	14
Dey	Cedric	98.19	15
Williams	Michael	98.10	16
Hubyk	Pamela	97.99	17
Pauciello	Thomas	97.98	18
Felix	Nicasius	97.86	19
Coelho	Christopher	97.14	20
Dumeny	James	96.56	21
Thomas	Robert	96.51	22
Anderson	Rory	95.40	23
Rodriguez	Heriberto	95.10	24
Perrin	Derek	95.01	25
Cameron	Chevelle	94.98	26
Russo	Jacob	94.93	27
Landock	Tyrese	94.80	28
Battaglia	Sam	94.80	29
Knight	Jordan	94.55	30
Lopez	Victor	93.78	31
Williams	Darrell	93.29	32
Deugenio	Kellie	92.88	33
Schwab	Joe	92.73	34
Pond	Seth	92.59	35
Buccitti	Matthew	92.50	36
Capoccitti	Kyle	92.48	37
Silva	Emanuel	91.77	38
Diaz	Jose	91.49	39
Calvao	Ashley	91.12	40
Ostrowski	Erik	90.89	41

EXHIBIT A
Entry Level Police Officer Examination #2365
Established August 6, 2021

Last Name	First Name	Final Score	Final Rank
Billingslea	Lesley	90.85	42
Spodnik	James	90.72	43
Ortiz	Kenny	90.53	44
Rodriguez	Jonathan	90.32	45
Mercer	Jah'maine	90.19	46
Miller	Alan	90.16	47
Freitas	Gabriel	90.08	48
Mclawrence	Daniel	90.01	49
Hoover	Andrew	89.92	50
Diaz-Hodge	Shakera	89.91	51
Rivera Jr	Baltazar	89.69	52
Baldwin	Curhone	89.59	53
Dumay	Scully	89.59	54
Svetz	Jason	89.21	55
Joyce	Breann	89.17	56
D'Iorio	Mackenzie	88.97	57
Edo	Kyle	88.94	58
Robledo	Tiffany	88.92	59
Berretta	Mark	88.90	60
Perez	Stephanie	88.48	61
Cruz	Emmanuel	88.42	62
Liamani	Said	88.28	63
Gidden	Andre	88.25	64
Millea	Michael	88.25	65
Kamara	Sorie	88.17	66
Diaz	Jason	87.77	67
Williams	Mark	87.36	68
Gargiulo	Christopher	87.36	69
Jefferson	Nathaniel	87.29	70
Coyle	Dillon	87.28	71
Gonzalez	Henry	87.24	72
Hamad	Ahmed	87.14	73
Surace	Nancy	87.14	74
Sinaguglia	Joseph	87.04	75
Gonzalez	Daniel	87.01	76
Martin	Alexis	87.00	77
Robinson	Christopher	86.93	78
Colan	David	86.91	79
Salce	Adam	86.90	80
Almeida	Jennifer	86.89	81
Figueroa	Rene	86.79	82

EXHIBIT A
Entry Level Police Officer Examination #2365
Established August 6, 2021

Last Name	First Name	Final Score	Final Rank
Flores	Eric	86.78	83
Hubbard	Ryan	86.77	84
DelMonte	Michael	86.70	85
Eldesouky	Mohamed	86.68	86
Rivera	Andrew	86.66	87
Scialdoni	Jeremy	86.60	88
Rrapi	Victor	86.52	89
Varela	Mayla	86.49	90
Nelson	John	86.40	91
Clyburn	Audra	86.23	92
Allwood	Daniele	86.14	93
Raab	Jeffrey	86.14	94
Lopez	Amanda	86.11	95
Cardona	Jazmanny	86.08	96
Carrier	Philip	85.95	97
Sadowksi	Steve	85.88	98
Rivas	Emilio	85.62	99
Gibson	Patrick	85.31	100
Brennan	Dayana	85.29	101
Carew	Ryan	85.25	102
Bellino	Matthew	85.21	103
Moore	Jerell	85.09	104
Patterson	Daniel	84.77	105
Culbreath	Ashanti	84.73	106
Ramirez	Harold	84.30	107
Nevells Jr	Alan	84.05	108
Colaluca	Alex	84.01	109
Espin	Glen	83.84	110
Stefan	William	83.59	111
Santos	Miguel	83.55	112
Buon	Antonia	83.38	113
Skaperda	Derek	83.13	114
Herrera	Kaiser	82.96	115
De Rubeis	Giovanni	82.94	116
Hawanczak	Hunter	82.93	117
Richter	Kurt	82.87	118
Pane III	John	82.47	119
Perrotta	Erin	82.34	120
Beirne	Thomas	82.30	121
O'Reggio	Tavaun	82.16	122
Matarazzo	Christopher	82.03	123

EXHIBIT A
Entry Level Police Officer Examination #2365
Established August 6, 2021

Last Name	First Name	Final Score	Final Rank
Trocchia	Giovanni	82.02	124
Foster	Michael	81.98	125
Nask	Frank	81.94	126
Brenes	Ryan	81.57	127
Ramos	Rozimara	81.26	128
Marwell	Matthew	81.18	129
Raucci	Daniel	80.31	130
Thongparn	Apiwat	80.14	131
Gordos	Erik	79.33	132
Morales	Elizabeth	78.79	133
White	Chevaughn	78.08	134
Voeltz	Mark	77.82	135
Gonzalez	Tiffany	77.52	136
Campbell	Shawn	77.27	137
Genao	Anthony L	76.75	138



CITY OF BRIDGEPORT, CONNECTICUT

OFFICE OF THE CIVIL SERVICE COMMISSION

EXAMINER'S REPORT

Exam Title	Fire Inspector	Exam #	2373
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Exam Summary:

- This examination was announced on June 16, 2021
- We accepted applications until June 27, 2021
- The assessment center was held on August 3, 2021 at Fire Headquarters
- Candidates were rated by assessors, in person during the assessment center
- Candidates were notified of their scores on August 6, 2021 and a preliminary ranked list was established
- The 30-day waiting period began on August 6, 2021 and ended on September 5, 2021
- Seven (7) appeals were received during the 30-day review period
- All candidates were notified of their final standing on the ranked list on September 13, 2021

Candidate Summary:

Candidate Phase	# of Candidates
Applied	15
Withdrawals	4
Failed to Appear for the exam	1
Took the exam	10
Did not attain a minimum exam score	1
Passed the exam	9

Exam Review and Appeal Summary:

- Four (4) candidates participated in an exam review
- Seven (7) appeals were filed with the Examiner; none of the appeals were granted
- During the 30-day review, it was discovered that 4 of the written exam items came from source material that was not included on the reading list; all candidates were given full credit for these 4 questions.

Conclusion:

This exam was developed and conducted in accordance with *The Uniform Guidelines on Employee Selection Procedures* and complies with all laws prohibiting discrimination.

A full report of the appeals and their responses is attached as Exhibit A. The final ranked list is attached as Exhibit B and is submitted for the Commission's consideration for certification.

EXHIBIT A
Appeal Responses from
Fire Inspector Examination #2373

Item # 27

Number of Appeals: 1

Consultant's Response:

According to *Brannigan's Building Construction for the Fire Service*, Chapter 13, page 358, "Recent fire incidents have exposed significant problems due to the lack of disconnect switches in photovoltaic (PV) systems." Also, from pages 358-359, "Of particular concern is the conduit (piping) containing the conductors (wiring) coming from the PV panels."

Based on this information, answer B is incorrect. While conduit piping is mentioned as a concern within the source, the primary issue with PV systems is that they often lack disconnect switches. The source states this verbatim, and the candidate grants that the keyed answer is accurate.

Therefore, answer option A remains the only correct answer choice.

Consultant's Recommendation: Item is correct as keyed.

Item # 46

Number of Appeals: 1

Consultant's Response:

According to *Fire and Emergency Services Company Officer*, Chapter 9, page 230, "The inspector must be able to visually inspect every room, space or compartment." Also, from page 228, "The inspection begins as the unit approaches the building or facility. The unit should be driven around the facility, or the block on which it is located, to observe the surrounding area."

Based on this information, answer A is incorrect. The candidate cites the above source information in support of answer A as a correct answer. However, the source states that the inspection begins as the unit approaches the building, not when the inspect enters the

building. This conflicts with what is stated in the source, making answer A incorrect. Furthermore, answer option B is taken verbatim from the source.

Therefore, answer option B remains the only correct answer choice.

Consultant's Recommendation: Item is correct as keyed.

Item # 47

Number of Appeals: 1

Consultant's Response:

According to *Fire and Emergency Services Company Officer*, Chapter 9, page 234, “Ordinary hazard is the classification for contents that are likely to burn with moderate rapidity of from which explosions are likely. These materials might include paper, cardboard, textiles and some plastics. High hazard is the classification for contents that are likely to burn with extreme rapidity or from which explosions are likely. Examples of these materials might include flammable liquids or highly reactive substances.”

Based on this information, answer D is incorrect. The candidate argues that the item is too vague and that the amount of materials listed in the item indicates that the occupancy would be high hazard. However, this is not accurate, according to the source information above. The item in question uses the definition of “ordinary hazard” exactly as it appears in the source. The candidate provides no evidence to the contrary.

Therefore, answer option C remains the only correct answer choice.

Consultant's Recommendation: Item is correct as keyed.

Item # 52

Number of Appeals: 1

Consultant's Response:

According to *Fire and Emergency Services Company Officer*, Chapter 10, page 273, “A field sketch is a rough drawing of a building that is prepared during the facility survey. This drawing should show general information about building dimensions and other related outside information, such as the locations of fire hydrants, streets, water tanks and distance to nearby exposures. All of the basic information for survey drawings that

accompany the survey report should be shown on field sketches, but not all of the details need to be included.”

Based on this information, answer B is incorrect. The candidate argues that all of the material in answer A should inherently be included in answer B as well. However, this is not accurate. Both answer options present unique information regarding field sketches, and the source clearly states that not all details of survey drawings need to be included in field sketches. This direct contradiction makes answer B incorrect.

Therefore, answer option A remains the only correct answer choice.

Consultant's Recommendation: Item is correct as keyed.

Item # 74

Number of Appeals: 1

Consultant's Response:

According to *Essentials of Fire Department Customer Service*, Section 5, page 54, “Well-marked, distinctive tee shirts, golf shirts and sweat shirts create a relaxed, professional look and feeling and clearly identifies us as firefighters, not police officers, airline pilots or Italian marching band leaders. Such uniforms send more of a message that we are ready for action (like an athlete) rather than to control (like a police officer).”

Based on this information, answer D is correct. The candidate argues that the item is vague and none of the answers can be found in the source. This, however, is incorrect. The item in question is derived from the source information above, and this information indicates that answer D is accurate.

Therefore, answer option D remains the correct answer choice.

Consultant's Recommendation: Item is correct as keyed.

Item # 75

Number of Appeals: 2

Consultant's Response:

According to *Essentials of Fire Department Customer Service*, Section 5, page 57, “A major management challenge in the fire service is how to construct practical, useful direction to help members maintain an effective appearance, stature and the functional behaviors that consistently produce a positive appearance and impression as they go

through their tours of duty...Based on the exciting backdrop of where, when and how we do our work, probably the most useful approach is for the team to create and refine a set of basic, general image/impression ground rules. Leaders should the extend the support and trust to the troops to go out in the brave new world, to creatively apply those guidelines in between and on the lines (SOPs), and to have a nice day...The objective of this approach is to simply and naturally ask, 'How does what I am doing look to Mrs. Smith?'"

Based on this information, answer D is incorrect. One candidate argues that the question is too vague, while the other challenging candidate argues that the source states that leaders should create direction through the use of SOPs. However, this assertion is not entirely accurate. The source states that leaders should trust their troops to creatively apply (already existing) SOPs to the scenarios they are met with while on the job. Nowhere in the source does the author state that leaders should develop more SOPs to address specific situations. The source does indicate, however, that leaders should consider their actions through the perspectives of an average citizen. No evidence to the contrary is provided by either candidate.

Therefore, answer option B remains the correct answer choice.

Consultant's Recommendation: Item is correct as keyed.

EXHIBIT B
Fire Inspector Exam #2373

Established 08/06/2021

Last Name	First Name	Final Score	Final Rank	Certified	Probationary
O'Connell	Elizabeth	87.10	1		
Lopez Jr.	Robert	84.52	2		
Reyes	Carlos A.	84.05	3		
Meir	Noam	81.99	4		
Dzujna	Aaron	80.20	5		
Brelsford	Daniel	79.98	6		
Santiago	Louis	79.26	7		
Firpi	Manuel	75.75	8		
Barnes	Maurice	64.46	9		



CITY OF BRIDGEPORT, CONNECTICUT

OFFICE OF THE CIVIL SERVICE COMMISSION

EXAMINER'S REPORT

Exam Title	Telecommunicator	Exam #	2368
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Exam Summary:

- This examination was announced on February 1, 2021 and we accepted applications until March 8, 2021
- The keyboarding performance test was held online during the week of April 19, 2021 and in person at the EOC on May 6, 2021
- Passing candidates completed the computerized written exam by Tuesday, May 11, 2021
- Candidates who passed the written exam were invited to appear for an oral interview, held at the EOC on July 1, 2021. Two candidates were interviewed via Zoom.
- Candidates were notified of their scores on July 23, 2021 and a preliminary ranked list was established
- The 30-day waiting period began on July 23, 2021 and ended on August 21, 2021
- No appeals were received
- All candidates were notified of their final standing on the ranked list on August 26, 2021

Candidate Summary:

Candidate Phase	# of Candidates
Applied	39
Failed to register for the keyboarding test	2
Withdrew	1
Took the keyboarding test	36
Did not attain a minimum keyboarding test score	19
Passed keyboarding, invited to written exam	17
Did not complete the written exam	2
Did not attain a minimum written exam score	1
Passed the written exam, invited to oral exam	14
Passed oral exam	10

Exam Review and Appeal Summary:

- 1 candidate participated in the exam review during the 30-day review process
- No appeals were filed with the Examiner

Conclusion:

This exam was developed and conducted in accordance with *The Uniform Guidelines on Employee Selection Procedures* and complies with all laws prohibiting discrimination.

The final ranked list is attached as Exhibit A and is submitted for the Commission's consideration for certification.

EXHIBIT A
Public Safety Telecommunicator Exam #2368

Established 07/23/2021

LAST NAME	FIRST NAME	FINAL SCORE	FINAL RANK
Ricci	Lilia	100.53	1
Degro	Elba	95.97	2
Washington	Diontay	80.90	3
Montanez	Cristian	80.37	4
Ramos	Matthew	78.12	5
Newton	Kayla	87.69	6
Petrusaitis	Sandra	87.40	7
Maldonado	Wendy	87.27	8
Donaldson	Jasmine	87.01	9
Pritchett	Marqus	86.88	10



CITY OF BRIDGEPORT, CONNECTICUT

OFFICE OF THE CIVIL SERVICE COMMISSION

EXAMINER'S REPORT

Exam Title	Civilian Detention Officer	Exam #	2367
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Exam Summary:

- This examination was announced on February 3, 2021
- We accepted applications until February 21, 2021
- The written exam was given electronically and monitored by IOS@home through our consultant, I/O Solutions, and was held in-person on May 6, 2021 at the EOC for those who did not qualify to take the exam electronically
- Candidates were notified of their scores on May 12, 2021 and a preliminary ranked list was established
- The 30-day review period began on May 12, 2021 and ended on June 10, 2021
- No applicants requested a review, and no appeals were received on the written exam

Candidate Summary:

Candidate Phase	# of Candidates
Applied	24
Applicants that did not qualify	2
Failed to Appear for the exam	14
Took the exam	12
Did not attain a minimum exam score	4
Passed the written exam-scheduled for PA test	8
Waiver requested/approved	1
Passed PA test	4

Conclusion:

This exam was developed and conducted in accordance with *The Uniform Guidelines on Employee Selection Procedures* and complies with all laws prohibiting discrimination. The final ranked list is attached as Exhibit A and is submitted for the Commission's consideration for certification.

EXHIBIT A
Civilian Detention Officer Exam #2367

Established 05/12/2021

LAST NAME	FIRST NAME	FINAL SCORE	FINAL RANK	CERTIFIED	PROBATIONARY
Williams	Brittany	96.66	1		
Johnson	Angellica	94.01	2		
Fabin	Janeece	90.36	3		
Gordon	Ashley	84.15	4		
Santiago	LaDonna	80.59	5		
Bok	Rebecca	77.38	6		
Leon	Samuel	74.13	7		
LaRose	Timothy	70.95	8	waiver	waiver

Updated Job Description

MINIMUM EDUCATIONAL AND EXPERIENCE REQUIREMENTS:

- College graduation with a degree in personnel administration, public administration, or related field.
- At least ten years of professional personnel management experience, of which five years shall have been in the public service, with extensive experience in the area of recruitment, selection and examinations.
- Or any equivalent combination of education and experience.

Correct Minimum Qualifications in Job Description

- College graduation with a degree in personnel administration, public administration, or related field.
- At least ten years of professional personal management experience, of which four years shall have been in the public service.
- Any equivalent combination of education and experience.

JOB DESCRIPTION

Job Title: **Personnel Director** (40 Hours)
Department: Office of the Civil Service Commission
Union: Bridgeport City Supervisor Association (BCSA)
Job Class Code: 1510

GENERAL STATEMENT OF DUTIES

Under general administrative direction of the Civil Service Commission performs professional public personnel management work of a difficult and responsible nature in administering a personnel management program for the classified service of the City of Bridgeport in accordance with Chapter 17 of the Bridgeport City Charter, the City of Bridgeport Civil Service Commission Rules, and all applicable Federal, State and municipal laws, rules, and regulations; and for furnishing personnel management services to the several departments and agencies. The Personnel Director serves as the Secretary to the Civil Service Commission and is the Director of the Office of the Civil Service Commission. Performs related work as required.

SUPERVISION EXERCISED:

The Personnel Director is the first-level supervisor within the department and may supervise such examiners, investigators, clerks and other personnel as necessary to carry out the provisions of The Office of the Civil Service Commission.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

This job description is not, nor is it intended to be, a complete statement of all duties, functions, responsibilities, and qualifications which comprise this position. The below is intended to be a fair representation of the “typical” demands of the position.

1. Makes decisions and recommendations to the Commission regarding the allocation and reclassification of positions, and the development, consolidation, and abolishment of classifications within the classified service. Makes decisions and recommendations to the Civil Service Commission regarding compensation, qualifications, and payroll.
2. Provides the Civil Service Commission with the names of individuals at the highest position on employment or reemployment lists for the Commission to approve and certifies same to the appointing authority at the direction of the Commission.
3. Attends meetings of the Civil Service Commission as the Secretary to the Commission, including leading the proceedings and recording the Commission's official actions and prepares regular updates and reports for the Civil Service Commission.
4. Performs long-term planning of department activities as part of the implementation of strategic plans and objectives.
5. Works with the Office of the City Attorney and Office of Labor Relations to analyze changes to laws, regulations, and union contracts to determine compliance with applicable law.
6. Gives presentations and participates in hearings as requested by the Civil Service Commission, City Council, or the Mayor's administration and answers questions before the Civil Service Commission, City Council, or the Mayor's administration.

7. Oversees staff conducting classification and compensation work and recruitment and selection activities in accordance with Chapter 17 of the City's Charter and Civil Service Rules, and delegates work and establishes priorities for staff.

MINIMUM EDUCATIONAL AND EXPERIENCE REQUIREMENTS:

- College graduation with a degree in personnel administration, public administration, or related field.
- At least ten years of professional personnel management experience, of which four years shall have been in the public service, with extensive experience in the area of recruitment, selection and examinations.
- Or any equivalent combination of education and experience.

HAVE MINIMUM KNOWLEDGE, SKILLS, AND ABILITIES TO PERFORM THE FOLLOWING:

Knowledge of:

- The purpose, intent, and meaning of Chapter 17 of the Bridgeport City Charter and City of Bridgeport Civil Service Commission Rules to investigate and review various employment issues and practices, make recommendations, identify actions or corrections needed to ensure compliance, and otherwise carry out the provisions of Chapter 17 and the Civil Service Rules.
- Title 7, Chapter 113 of the Connecticut General Statutes, or the ability to obtain such knowledge, to ensure City employment practices are consistent with State law regarding municipal employees.
- The Uniform Guidelines on Employee Selection Procedures to ensure City selection practices are in compliance.
- State of Connecticut wage and hour laws to ensure City pay practices (e.g., minimum wage, overtime, leave pay, severance, etc.) are in compliance.
- The principles and practices of personnel management, job classification, employment compensation, employment selection and employment recruiting within the public sector, and to oversee staff conducting such work.

Skill to:

- Coordinate with the Office of the City Attorney and the Office of Labor Relations to evaluate potential decisions or courses of action to identify risk of violating Chapter 17 of the City's Charter, Civil Service Rules, applicable laws, or policies.
- Develop new classifications based on department needs, including determining responsibilities, duties, reporting relationships, qualifications, etc.
- Develop compensation recommendation for new classifications or positions by determining the appropriate level within the City's current compensation structure.

- Assess the effectiveness of current programs, policies, or procedures to identify changes necessary to improve the efficiency or effectiveness of the department.
- Plan, guide, and monitor the work of staff, including establishing performance expectations, reviewing staff work products, and providing feedback, coaching, and training.
- Prioritize and organize a large volume of projects and tasks to manage time effectively and complete work within required or desired timelines and develop alternate work plans and strategies in response to changing priorities, problems, or setbacks.
- Prepare estimates of future expenditures, personnel or equipment/technology expenses, program costs, etc., to assist in financial forecasting/planning and budget development.

Ability to:

- Consider the future implications and consequences of current decisions and courses of action.
- Apply policies, laws, rules, regulations, or standards, to a specific situation or set of facts to solve problems and make decisions and recommendations.
- Make decisions and recommendations regarding special issues or problems for which the guiding policies, rules, or regulations are ambiguous or do not specify a clear course of action, or for which there is little or no guiding precedent.
- Develop innovative solutions for complex or non-routine problems by applying advanced expertise.
- Communicate in a clear, honest, and direct manner to ensure others understand one's ideas, opinions, recommendations, and decisions, and listen attentively to others to fully understand what they are saying.
- Speak with authority and persuasiveness in a way that inspires confidence without creating antagonism.
- Provide positive motivation to others through actions and demeanor.
- Encourage others to learn from their experiences and apply the knowledge gained to improve performance, problem solving, and decision making.
- Continuously apply knowledge gained from work experience to current decision making and work methods to help improve one's own effectiveness.
- Change one's own previously held beliefs or opinions in the light of new information.
- Understand one's own limitations and evaluate the effectiveness of one's own actions and use that information to drive self-improvement.
- Show a commitment to professional development, including accepting job-related or other feedback in a positive and constructive manner, and striving to develop and acquire new knowledge and skills.

- Inspire confidence and trust in those contacted in the course of work through one's actions, motives, and expertise, and by interacting with others in a fair, respectful, and non-judgmental manner.
- Remain calm, courteous, and professional when dealing with individuals who are emotional, adversarial, or hostile.
- Understand how one's own attitude and demeanor affects others and consider this when responding to situations and interacting with others.
- Develop and maintain mutually beneficial relationships and work cooperatively with others, demonstrating a commitment to achieving shared goals and objectives, and showing genuine interest in the opinions and concerns of others.
- Act in the best interest of the City and the Civil Service Commission despite pressure from multiple competing individuals or groups.
- Build and maintain relationships with citizens, government officials and appointees, cultural and community groups, labor groups, etc., to help garner support for ideas, decisions, or actions, and to mitigate conflicts.
- Demonstrate sensitivity, acceptance, and open-mindedness when dealing with different values, beliefs, perspectives, customs, or opinions.
- Ability to abide by strict code of ethics and behavior and to maintain the confidentiality of sensitive and confidential information obtained through the course of work.

PHYSICAL DEMANDS:

The conditions below are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

- Essential and marginal functions may require maintaining physical condition necessary for sitting for prolonged periods of time. Tasks may involve extended periods of time at a keyboard or workstation. Frequent downward flexion of neck, side-to-side turning of the neck, fine finger dexterity and grasp to manipulate the keyboard, telephone, writing instruments, papers, books, manuals, and reports.
- Ability to lift and carry objects weighing up to 25 pounds such as boxes of test materials, files, or other documents.
- Ability to see and read objects closely, as in typing from another document, reading/proofreading a report, read plans, using a computer monitor, filing and/or retrieving information from a filing system and verifying the accuracy of financial information.

CITY ATTORNEY

Assistant City Attorney	6
Associate City Attorney	9
City Attorney	1
Collection Aide	3
Deputy City Attorney	1
Legal Assistant to the City Attorney	1*
Legal Secretary	5
Legal Receptionist	1
Legal Office Manager	1
Paralegals	4

*Adopted on 2/1/2016 by City Council Resolution #45-15

CLASS TITLE: PARALEGAL

General Statement of Duties:

Under the supervision of the City Attorney, Deputy City Attorney, or their designee, a paralegal performs varied work of substantive legal nature that requires knowledge of legal concepts that is customarily, but not exclusively, performed by an attorney. Maintains contact with other legal offices, court personnel, other City departments, elected and appointed officials and the public. Supervision not exercised.

Typical Tasks or Assignments:

- Receives general oral or written direction, frequently requiring independent action.
- Plans and organizes work according to established or standard law office procedures.
- Determines priority of work tasks.
- Conducts initial client interviews and maintains general contact with the client thereafter.
- Performs initial legal research.
- Conducts investigations and statistical and documentary research for review by an attorney.
- Drafts complaints, pleadings, motions, demand letters, settlement documents, contracts and corporate documents for review by an attorney.
- Collects evidence, interviews witnesses, selects and prepares jury instructions. Digests depositions, interrogatories and testimony for review by an attorney. Prepares trial notebooks and performs general case management.
- Assists in trial preparation and attends court trial.
- Independently composes correspondence.
- Reviews court calendars, prepares and maintains docket summary.

Minimum Qualifications:

1. Associate's Degree in Paralegal Studies from an accredited university.
2. Minimum two (2) years of continuing satisfactory experience as a paralegal.

This job description is not, nor is it intended to be, a complete statement of all duties, functions, responsibilities and qualifications that comprise this position.

Brelsford, Deborah

From: Brelsford, Deborah
Sent: Monday, August 16, 2021 10:00 AM
To: Chevelle Cameron
Cc: Brelsford, Deborah
Subject: RE: Waiver

Thank you for your email requesting a waiver. I will put your request on the Civil Service Agenda for the next meeting (via Zoom), which is scheduled for September 14, 2021 at 2:00 p.m. Prior to the meeting I will email you a link to the virtual meeting.

Deborah J. Brelsford
Civil Service
City of Bridgeport
Executive Assistant and Clerk to the Civil Service Commission
Phone: 203-576-7106
Fax: 203-576-7102

From: Chevelle Cameron <chevelle_cameron@yahoo.com>
Sent: Friday, August 13, 2021 11:00 AM
To: Brelsford, Deborah <deborah.brelsford@bridgeportct.gov>
Subject: Waiver

To whom it may concern.

Hello my name is Chevelle Moya Cameron. I got accept to the police academy in Bridgeport but I'm in the army and is currently on deployment in Poland . I was told to email you so I can get a waiver. I won't be able to start this upcoming cycle because I won't get off deployment status until May of next year. Please consider me for The next session. Have a great day.

Get [Outlook for iOS](#)

Brelsford, Deborah

From: Weapon Lex <wolverine7181@yahoo.com>
Sent: Wednesday, September 1, 2021 11:40 AM
To: Brelsford, Deborah
Subject: Re: request for medical waiver

Good morning,

I would like to request a medical waiver for up to 1 year to continue in the hiring process for the Bridgeport Police Department. I recently found out that I am pregnant and would not be medically able to perform to the fitness standards required to continue at this time. Please let me know if you have any questions or need any additional information from me.

Alexis Martin

Sent from my iPhone

On Aug 30, 2021, at 17:30, Brelsford, Deborah <deborah.brelsford@bridgeportct.gov> wrote:

Ms. Martin,

As we discussed on the phone, please email me your request for a waiver from the entry level police officer exam #2365 hiring process.

I will do my best to put your request on the 9/14/21 agenda for the Civil Service Commission meeting if you can get it to me by tomorrow, 8/31/21.

Thank you.

Deb

Deborah J. Brelsford
Civil Service
City of Bridgeport
Executive Assistant and Clerk to the Civil Service Commission
Phone: 203-576-7106
Fax: 203-576-7102

Disclaimer

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Brelsford, Deborah

From: Mastronunzio, Lisa
Sent: Tuesday, August 10, 2021 9:48 AM
To: Brelsford, Deborah
Cc: Amado, Eric
Subject: FW: Fire Inspector Deferral

Waiver request, see below

From: Meir, Noam <Noam.Meir@Bridgeportct.gov>
Sent: Monday, August 9, 2021 12:51 PM
To: Mastronunzio, Lisa <Lisa.Mastronunzio@Bridgeportct.gov>
Cc: Bottillo, Gail <Gail.Bottillo@Bridgeportct.gov>; Edwards, Lance <Lance.Edwards@Bridgeportct.gov>
Subject: Fire Inspector Deferral

Hi Lisa,

I would like to defer promotion to Fire Inspector for six months. Please let me know if there's anything else you need from me.

Thanks,

FF Noam Meir
R-5-D

Brelsford, Deborah

From: Mastronunzio, Lisa
Sent: Tuesday, August 10, 2021 9:49 AM
To: Brelsford, Deborah
Cc: Amado, Eric
Subject: FW: Fire Inspector Exam

Another waiver request, below

From: Reyes, Carlos A. <CarlosA.Reyes@Bridgeportct.gov>
Sent: Monday, August 9, 2021 12:58 PM
To: Mastronunzio, Lisa <Lisa.Mastronunzio@Bridgeportct.gov>
Cc: Edwards, Lance <Lance.Edwards@Bridgeportct.gov>; Bottillo, Gail <Gail.Bottillo@Bridgeportct.gov>
Subject: Fire Inspector Exam

Hello,

With the recent results of the Fire Inspector's exam, I am electing to defer acceptance of the position at this time. I would still like to keep my name on the eligibility list going forward.

Thank you,
FF Carlos A. Reyes
L5A

Brelsford, Deborah

From: Amado, Eric
Sent: Thursday, September 2, 2021 10:56 AM
To: Brelsford, Deborah; Mastronunzio, Lisa
Subject: FW: Public Safety Telecommunicator #2368

Can we please add to the next agenda and serve notice to this candidate.

From: Sandra Petrusaitis <spetrusaitis17@gmail.com>
Sent: Thursday, September 2, 2021 10:38 AM
To: Amado, Eric <Eric.Amado@Bridgeportct.gov>
Subject: Re: Public Safety Telecommunicator #2368

Dear Eric Amado,

This letter is regarding an email received from your office regarding the Public Safety Telecommunicator #2368 position stating I was disqualified from the list for not attending a mandatory meeting and medical appointment.

Be advised I did not receive any correspondence, electronic or otherwise regarding mandatory requirements for the position. Prior to yesterday, the last email I received from your office was the conditional offer of employment sent by Marie Bedeoya on August 4th.

According to the charter for competitive positions, I have 5 days to file a grievance. Thank you for your attention to this matter.

Cordially,

Sandra J Diaz Petrusaitis



ERIC M. AMADO
Acting Personnel Director

CITY OF BRIDGEPORT, CONNECTICUT
CIVIL SERVICE COMMISSION

CITY HALL * 45 LYON TERRACE * BRIDGEPORT, CONNECTICUT 06604-4023 * (203) 576-7103 * Fax 576-7102

Commissioners

RICHARD P. RODGERS
MELVA FALBERG
PAUL GRECH
GAIL M. BUCCINO
LASHEA HALL

September 1, 2021

Sandra Petrusaitis
8 Morning Mist Road
Milford, CT 06460

Dear Ms. Petrusaitis:

You were offered conditional employment as a Public Safety Telecommunicator with the City of Bridgeport, contingent upon passing all pre-employment screens.

This is to advise you that you failed to appear for a mandatory medical orientation meeting on August 17, 2021. You were notified of this meeting via email on August 10, 2021 and again on the morning of August 17, 2021.

This letter is to inform you that you are hereby disqualified. You will not be moving forward in this process and your name has been removed from the eligibility list for Examination # 2368 – Public Safety Telecommunicator.

Sincerely,

Eric M. Amado
A/Personnel Director

cc: Deborah Brelsford
Lisa Mastronunzio

Costello, Danielle

From: Sandra Petrusaitis <spetrusaitis17@gmail.com>
Sent: Wednesday, September 1, 2021 6:08 PM
To: Costello, Danielle
Subject: Re: Important correspondence from the Bridgeport Civil Service Commission

Be advised I never received an email regarding medical exams.

On Wednesday, September 1, 2021, Costello, Danielle <Danielle.Costello@bridgeportct.gov> wrote:

Good afternoon Ms. Petrusaitis,

Please see the attached letter from the office of the Civil Service Commission. The original letter has been sent to you certified mail, as well as regular U.S. postal mail. Kindly reply back to this email confirming receipt.

Thank you,

Danielle

Danielle Costello

City of Bridgeport

Civil Service Commission

[45 Lyon Terrace, Room #106](#)

[Bridgeport, CT 06604](#)

[Ph \(203\) 576-7247](#)

Fax (203) 576-7102

Email: Danielle.Costello@bridgeportct.gov

Disclaimer

Costello, Danielle

From: Costello, Danielle
Sent: Tuesday, August 10, 2021 2:54 PM
To: spetrusaitis17@gmail.com
Subject: Required meeting for Public Safety Telecommunicator Candidates

Good afternoon:

Civil Service will be conducting a short meeting on Tuesday, August 17, 2021 at 4:00 p.m. to discuss the upcoming screening process for Public Safety Telecommunicator candidates. At this meeting you will be given information as to what to expect over the next several weeks as we begin putting the candidates through the screening process. You will also be asked to sign consent forms in order to begin the screenings.

The meeting will be held in the City Council Chambers located inside City Hall at 45 Lyon Terrace in Bridgeport. Please arrive on time as the meeting will begin promptly at 4:00 p.m.
The meeting is expected to last about 30 minutes.

We will be following social distancing protocols. Please be sure to wear a face mask when entering City Hall.

Kindly reply back to this email to confirm that you will be attending this meeting. Please call Civil Service at (203) 576-7247 with any questions.

Regards,
Danielle

Danielle Costello
City of Bridgeport
Civil Service Commission
45 Lyon Terrace, Room #106
Bridgeport, CT 06604
Ph (203) 576-7247
Fax (203) 576-7102
Email: Danielle.Costello@bridgeportct.gov

Costello, Danielle

From: Costello, Danielle
Sent: Tuesday, August 17, 2021 10:43 AM
To: spetrusaitis17@gmail.com
Subject: RE: Required meeting for Public Safety Telecommunicator Candidates

Hi Sandra,

I'm following up with you in regards to the email that I sent to you last week regarding the meeting that is being held this afternoon for the Public Safety Telecommunicator candidates. I did not receive confirmation from you that you will be attending. Below is the original email that was sent to you. Please reply back to this email today to confirm that you will be in attendance.

Thank you,
Danielle

Danielle Costello
City of Bridgeport
Civil Service Commission
45 Lyon Terrace, Room #106
Bridgeport, CT 06604
Ph (203) 576-7247
Fax (203) 576-7102
Email: Danielle.Costello@bridgeportct.gov

From: Costello, Danielle
Sent: Tuesday, August 10, 2021 2:54 PM
To: spetrusaitis17@gmail.com
Subject: Required meeting for Public Safety Telecommunicator Candidates

Good afternoon:

Civil Service will be conducting a short meeting on Tuesday, August 17, 2021 at 4:00 p.m. to discuss the upcoming screening process for Public Safety Telecommunicator candidates. At this meeting you will be given information as to what to expect over the next several weeks as we begin putting the candidates through the screening process. You will also be asked to sign consent forms in order to begin the screenings.

The meeting will be held in the City Council Chambers located inside City Hall at 45 Lyon Terrace in Bridgeport. Please arrive on time as the meeting will begin promptly at 4:00 p.m.
The meeting is expected to last about 30 minutes.

We will be following social distancing protocols. Please be sure to wear a face mask when entering City Hall.

Bedoya, Marie

From: Bedoya, Marie
Sent: Wednesday, August 4, 2021 2:43 PM
To: Sandra Petrusaitis
Subject: RE: Public Safety Telecommunicator Exam #2368

Your welcome! Further information regarding the screening will be sent to you via email as well so do keep an eye out for late next week.

Kind regards,
Marie Bedoya

From: Sandra Petrusaitis <spetrusaitis17@gmail.com>
Sent: Wednesday, August 4, 2021 2:21 PM
To: Bedoya, Marie <Marie.Bedoya@Bridgeportct.gov>
Subject: Re: Public Safety Telecommunicator Exam #2368

Received, thank you.

On Tue, Aug 3, 2021 at 4:27 PM Bedoya, Marie <Marie.Bedoya@bridgeportct.gov> wrote:

Dear Candidate Petrusaitis,

Please find attached a letter in regard to the selection process for the position of Public Safety Telecommunicator.

Kind regards,

Marie Bedoya



Marie Bedoya
Examination Specialist
Office of the Civil Service Commission
City of Bridgeport, Connecticut
45 Lyon Terrace, Room 106
Bridgeport, Connecticut 06604
p: 203.337.2300 | f: 203.576.7102



Civil Service Commission City of Bridgeport, Connecticut

21 MAR 9 PM 3:58 CIV SERV

"An Equal Opportunity Employer M/F" APPLICATION FOR EXAMINATION

Last Name	Petrusaitis	First Name	Sandra	M.I.	J
Mailing Address	8 Morning Mist Road			Apartment/Unit #	
City	Milford	State	CT	Zip Code	06460
Home Phone	E-mail Address: spetrusaitis17@gmail.com				
Cell Phone	Social Security Number				

Any veteran of the U.S. Armed Forces competing in an examination must file along with his or her application a certificate of service available at the Civil Service office.

- I. Read carefully the following instructions and all questions before you begin to fill out the application. Application must be signed by applicant. Applications for more than one kind of position must be filed on separate forms. Not more than one written examination may be taken on the same day unless otherwise specified.
- II. Failure to fill the blanks properly or execute the required affidavit will cause the application to be returned once for correction. A false statement knowingly made in this application will be cause for the cancellation of your papers, and for your removal from the public service if appointed, and for legal prosecution and punishment.
- III. Give exact dates, full names, and definite places and addresses. All the facts are wanted in regard to your past experience which would qualify you for the position you are seeking. OMISSIONS WILL NOT BE INTERPRETED IN YOUR FAVOR.
- IV. Send application to: Civil Service Commission, City Hall, 45 Lyon Terrace, Bridgeport, Connecticut, 06604 as soon as possible after the announcement of examination.
- V. Immediate notice should be given of any change in post office address occurring before or after examination.
- VI. Tentative acceptance of an application does not imply final approval. Notice to appear at examination does not necessarily signify application has been finally accepted and that the applicant has been found to meet fully the minimum qualification requirements for the position sought.

1. Exact Title of Exam and Exam #		Public Safety Telecommunicator						Exam # 2368	
2. What city and state are you an actual legal resident of, and for how long?		City: Milford		# of Years 3					
		State: CT							
3. (a) Place of birth, and (b) Date of birth		(a) Bridgeport							
4. (a) Are you a citizen of the United States? (If born out of the United States, citizenship must be proved, prior to appointment.)								(a) Yes or No: Yes	
5. Are you now, or have you ever been, a member of an organization, which seeks to alter the form of government of the United States by unconstitutional means?								Yes or No: No	
6. School Attended	Length of Attendance Years Mo.	Dates of Attendance From To	Day or Night Session?	Did you graduate?	Name of Institution or Establishment	Kind of Course and Certificates or Degrees received			
High School	4	80 83	D	Yes	Stratford High School	General Studies			
College or Higher Education	2	91 94	D	Yes	Housatonic Community College	A.A., Communications/Journalism			
Other Schools	2	97 99	D	Yes	Springfield College	B.S. Human Services, Administration			
7. Have you ever had a license issued by any official board to practice any trade or profession? If so state nature of such license and by whom issued. Give date of expiration. If issued in State other than Connecticut, give information in detail. Yes.									
EMR #17558									
8. State each and every place where you have resided during the past five years. If any of your addresses were temporary, state your permanent residence.									
Give Dates		Residence				Give Dates		Residence	
From	To	No.	Street	City	State	From	To	No.	Street City State
1999	2017		Indian Hill Lane, Newtown CT 06482			2017	Present		8 Morning Mist Road, Milford CT 06460

For purposes of Affirmative Action, we are requesting that you fill out the below data. This data will in no way be used to influence your possible selection for any position. The purpose of the data is statistical and for helping this office determine whether advertising is reaching all segments of the community.

Gender (please check): ☐ Male ☒ Female

Describe yourself in terms of the following groups:

☐ Asian ☐ Black (Non-Hispanic) ☐ Black & White (Non-Hispanic) ☒ Hispanic ☐ White (Non-Hispanic)

☒ Other: Puerto Rican

STATE OF CONNECTICUT }
County of _____ } ss.

AFFIDAVIT (Required on all applications)

On this _____ day of _____, 20____, before me personally appeared _____

_____ to me known to be the person described in and who executed this application, who having been duly sworn before me, stated that all statements contained therein, both in writing and in print, are true.

Note: If any material change or correction is made in this application, such change or correction must be under oath.

Signature of Officer: _____

Official Title: _____

Mat# 26893189440

IMPORTANT: The information given below may be used in rating experience. It is therefore important that complete information be given on this application, even though previous applications have been filed or a resume has been submitted.

Be careful to show whether or not your training and experience meet the requirements for the position for which you are making application. Qualifications stated by candidates are subject to verification. Use additional sheets of paper and attach to this side at the end of this sheet if needed to complete your experience record.

Year	Length of Employment Years Months	Title of your Position and Your Legal Residence (at that time)	Name, Present Address and Business of Employer and Name and Title of Your Immediate Supervisor	Total Hours of Employment a Week	Cause of Leaving	After each employment describe the nature of the work personally performed by you. State size and kind of working force, if any, supervised by you.
Year	April 2019	Rescue/EMR	LIME ROCK PARK, Lakesville CT	Per Diem	N/A	Seasonal emergency and track rescue coverage as needed for the property during events.
	Present					
Year	October 2013	Outside Territory Sales	GLO Professional, Greenwich CT	FT	Other work opportunity	Developed and expanded territory sales in both Fairfield and Litchfield counties.
	2016					
Year	October 2011	Specialist/Education Lead	SEPHORA, Danbury CT	FT	Job Offer from GLO	Retail/Sales, Education, Recruitment, Hiring, Training, Coaching Supervise an average of 150 employees yearly to include temporary holiday temp staff Customer Service, Profit/Loss,
	2013					
Year						
Year						
Year						
Year						
Year						

In the Commission contact your current employer regarding your character and qualifications? ☒ Yes ☐ No

Signature: 



WILLINGER, WILLINGER & BUCCI, P.C.

1000 BRIDGEPORT AVE., STE. 501, SHELTON, CT 06484
(203) 366 – 3939 (475) 269-2907 (FAX)

CHARLES J. WILLINGER, JR.*
THOMAS W. BUCCI
ANN MARIE WILLINGER
BRADD S. ROBBINS ♦
TONI MARIE GELINEAU
ATHAN S. MIHALAKOS**
DIANE M. LORD
JAMES A. LENES •
HEIDI C MCGEE
MARK H. MIDDLEN ♦
CHRISTOPHER M. CERAMI
ROBERT B. BELLITTO, JR.

* ALSO MEMBER OF FL BAR
♦ ALSO MEMBER OF MA BAR
** ALSO MEMBER OF PA BAR
• ALSO MEMBER OF NY BAR

August 3, 2021

**SENT BY FACSIMILE 203-576-7192
AND U.S.P.S.**

Mr. Eric M. Amado
Acting Personnel Director
City of Bridgeport
45 Lyon Terrace
Bridgeport, CT 06604

Re: Bridgeport Police Department Sergeant Promotions

Dear Mr. Amado:

I represent Police Officer Carlos Pabon. Officer Pabon appeals to the Civil Service Commission the promotions to the position of Sergeant made by the Bridgeport Police Department on July 23, 2021. These promotions are invalid because the eligibility list from which the promotions have been made had expired prior to July 23, 2021. A review of the records of the civil service commission and Bridgeport police department will show that the date of the first promotion to the position of Sergeant from the 2019 Sergeant eligibility list occurred on July 19, 2019. Section 211 of the City Charter, which governs promotion eligibility lists for positions in the classified service, states that “[t]he commission shall cancel such portion of any list as has been in force for more than two years. Since two years have elapsed since the first promotion on July 19, 2019, and the most recent promotions on July 23, 2021, the promotion list had expired, and promotions made on July 23, 2021, are null and void. As I am sure you are aware, the City Charter does not allow for the extension of a promotion eligibility list beyond its life of two years.

Mr. Eric M. Amado
Personnel Director
City of Bridgeport
August 3, 2021

Page Two

Please accept this letter as an appeal from the promotions made to the position of Sergeant on July 23, 2021, and schedule a special meeting before the civil service commission as soon as possible to hear this appeal.

If you have any questions, please do not hesitate to contact me.

Very truly yours,


Thomas W. Bucci

TWB:jg
Cc: Office Carlos Pabon



CITY OF BRIDGEPORT, CONNECTICUT
CIVIL SERVICE COMMISSION

CITY HALL * 45 LYON TERRACE * BRIDGEPORT, CONNECTICUT 06604-4023 * (203) 576-7103 * FAX 576-7102

ERIC M. AMADO
Acting Personnel Director

Commissioners

RICHARD P. RODGERS
MELVA FALBERG
PAUL GRECH
GAIL M. BUCCINO
LASHEA HALL

July 21, 2021

Rebeca Garcia
Acting Chief of Police
Bridgeport Police Department
300 Congress Street
Bridgeport, CT 06604

Dear AC Garcia:

Per your written request of July 12, 2021, I hereby certify the following 2 names as eligible for probationary appointment in your department as Sergeant:

<u>Relative Standing</u>	<u>Name</u>	<u>Address</u>
26	Tresha Parks	21 Granite Terrace, Ansonia, CT 06401
27	Michael Sigrist	26 Sylvan Drive, Shelton, CT 06484

Very truly yours,

Eric M. Amado
Acting Personnel Director

/djb

cc: Lisa Mastronunzio
Cynthia Kapral



DAVID J. DUNN
Personnel Director

CITY OF BRIDGEPORT, CONNECTICUT
CIVIL SERVICE COMMISSION

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Commissioners

RICHARD P. RODGERS
MELVA FALBERG
Dr. HERRON GASTON
PAUL GRECH

July 23, 2019

Armando J. Perez, Jr.
Chief of Police
City of Bridgeport
300 Congress Street
Bridgeport, CT 06604

Dear Chief Perez:

Per your written correspondence dated July 23, 2019, I am certifying herewith the 14 names of the following persons as eligible for probationary appointment in your department as Sergeant:

<u>Relative Standing</u>	<u>Name</u>	<u>Address</u>
1	David Neary	7 Hayfield Drive, Shelton, CT 06484
2	Andres Talavera	300 Funston Avenue, Bridgeport, CT 06606
3	Darryl Wilson	67 Hauser Street, Waterbury, CT 06704
4	Ashley Taylor	26 Sturtevant Place, Bridgeport, CT 06610
5	Bruno Rodrigues	345 Fairview Avenue, Bridgeport, CT 06606
6	Everton Walker	1009 Monroe Turnpike, Monroe, CT 06468
7	Anthony Caiazzo	7 Acadia Lane Unit 1-103, Shelton, CT 06484
8	Luis Pomaes	125 Orchard Hill Drive, Stratford, CT 06614
9	Kenneth Fortes	7 Cedar Drive, North Haven, CT 06473
10	Jeffrey Holtz	881 Lafayette Street Apt 5G, Bridgeport, CT 06604
11	Daniel Gerardi	945 Peter Road, Southbury, CT 06488
12	Jamie Jarrett	56 Downs Road, Bethany, CT 06524
13	Dennis Martinez	P.O. Box 11082, Trumbull, CT 06611
14	Marlon Campo	344 Spring Street, Bridgeport, CT 06608

Very truly yours,

David J. Dunn
Personnel Director

/djb

Police Sergeant Exam #2353

Established 12/13/2018; Certified 03/12/2019



First Name	Last Name	FINAL SCORE	FINAL RANK	Certified	Probationary	Seniority Date	Replaced
David	Neary	82.742	1	7/23/2019	7/23/2019	8/23/2017	Carl Leonzi, Jr., retired 4/25/17
Andres	Talavera *	82.716	2	7/23/2019	7/23/2019	9/2/2016	Johnny Devone, retired 6/10/17
Darryl	Wilson	82.595	3	7/23/2019	7/23/2019	9/14/2017	Jessica Tillson, retired 9/14/17
Ashley	Taylor	81.889	4	7/23/2019	7/23/2019	1/27/2018	Edward Rivera, retired 1/27/18
Bruno	Rodrigues	81.210	5	7/23/2019	7/23/2019	4/3/2018	John Evans, retired 4/3/18
Everton	Walker	80.565	6	7/23/2019	7/23/2019	5/16/2018	Robert Magnuson, Jr., retired 5/16/18
Anthony	Calazzo	80.016	7	7/23/2019; 7/15/2020	8/10/2020	8/10/2020	waiver granted, then Charles Paris (retired 4/4/2020)
Luis	Pomales	79.741	8	7/23/2019	7/23/2019	6/28/2018	John Losak, retired 6/28/18
Kenneth	Fortes	79.712	9	7/23/2019	7/23/2019	8/18/2018	Joseph Hernandez, retired 8/18/18
Jeffrey	Holtz	79.116	10	7/23/2019	7/23/2019	waiver / declined / removed from consideration	
Daniel	Gerardi	79.113	11	7/23/2019	7/23/2019	10/28/2018	Frank Cuccaro, retired 10/28/18
Jamie	Jarrett	79.071	12	7/23/2019; 7/15/2020	8/10/2020	8/10/2020	waiver; then Joseph Adiletta retired 6/9/2020
Dennis	Martinez	78.184	13	7/23/2019; 7/15/2020	8/10/2020	8/10/2020	waiver; then Joseph Szor retired 6/30/2020
Marlon	Campo	77.692	14	7/23/2019	7/23/2019	1/15/2019	Lonnie Blackwell, promoted (settlement agreement) 1/15/19
Thomas	Flaherty	77.375	15	8/30/2019	8/30/2019	3/2/2019	Mark Belinkie, deceased 3/2/19
Pasquale	Feola	77.344	16	12/23/2019	7/23/2019	7/23/2019	Eric Schneider, retired 5/31/19
Ian	Schumaker	77.020	17	12/23/2019	7/23/2019	7/23/2019	New Position
Michael	Carter	76.999	18	12/23/2019	7/23/2019	7/23/2019	New Position
Michael	Paoletti	76.957	19	7/15/2020	8/10/2020	8/10/2020	Eddie Correa retired 6/30/2020
John	Topolski	76.945	20	11/9/2020	12/15/2020	12/15/2020	Ivan Delgado, term. 9/23/2020
Michael	Stanitis	76.766	21	11/23/2020	Terminated	12/15/2020	James Ivanko, retired 11/20/2020
Julio	Diez	76.436	22	11/23/2020	Retired	12/15/2020	
Ramon	Garcia	76.344	23		Declined		Declined
Albert	Palatiello	75.914	24	5/12/2021	6/17/2021	6/17/2021	Everton Walker, retired 4/7/21
Alexander	Wilde	75.747	25	7/21/2021	7/23/2021		Hiram Jimenez, retired 4/18/21
Tresha	Parks	75.561	26	7/21/2021	7/23/2021		Gregg Granello, retired 7/9/2021
Michael	Sigrist	75.422	27				

CITY OF BRIDGEPORT
CIVIL SERVICE COMMISSION
REPORT OF PERSONNEL CHANGES

Civil Service Commission

Form 1301

CITY DEPARTMENT: POLICE DATE: January 15, 2020

Nature of Change	Effective Date	Title of Position	Salary From	Salary To	Name of Employee	IN THIS COLUMN Give name of last previous incumbent of position. If new position so state. Or additional information.
Perm	1/23/2020	Police Sergeant			Marlon Campo	 
Perm	1/23/2020	Police Sergeant			Kenneth Fortes	
Perm	1/23/2020	Police Sergeant			Daniel Gerardi	
Perm	1/23/2020	Police Sergeant			David Neary	
Perm	1/23/2020	Police Sergeant			Luis Pomaes	
Perm	1/23/2020	Police Sergeant			Bruno Rodrigues	
Perm	1/23/2020	Police Sergeant			Andres Talavera	
Perm	1/23/2020	Police Sergeant			Ashley Taylor	
Perm	1/23/2020	Police Sergeant			Everton Walker	
Perm	1/23/2020	Police Sergeant			Darryl Wilson	
Perm	1/23/2020	Police Sergeant			Pasquale Feola	
Perm	1/23/2020	Police Sergeant			Ian Schumaker	
Perm	1/23/2020	Police Sergeant			Michael Carter	
FURTHER EXPLANATIONS:						SIGNED BY: <u>Armando J. Terry</u> TITLE: <u>Chief of Police</u>

In the column headed "Nature of Change" indicate by the appropriate symbol which of the following is involved:

- | | | |
|--|----------------------------------|---|
| (PROB) - Probationary appointment | (REIN) - Reinstatement | (TERM) - Termination |
| (PERM) - Permanent appointment | (RES) - Resignation | (MISC) - |
| (SEAS) - Seasonal appointment | (RET) - Retirement | (type in here any other type of change) |
| (PROV) - Provisional appointment | (REM) - Removal | |
| (TR) - Transfer | (DD) - Deceased | |
| (PROM) - Promotion in class | (SUSP) - Disciplinary suspension | |
| (SI) - Salary increase without change in class | (LAY) - Layoff | |



ERIC M. AMADO
Acting Personnel Director

CITY OF BRIDGEPORT, CONNECTICUT
CIVIL SERVICE COMMISSION

CITY HALL * 45 LYON TERRACE * BRIDGEPORT, CONNECTICUT 06604-4023 * (203) 576-7103 * Fax 576-7102

Commissioners

RICHARD P. RODGERS
MELVA FALBERG
PAUL GRECH
GAIL M. BUCCINO
LASHEA HALL

September 10, 2021

Doug Walton, *Esq.*
Employment Matters
c/o employmentmatters@aol.com

Dear Attorney Walton:

The appeal of your client, Ms. Duanne Blake, regarding her disqualification from the entry level firefighter exam hiring process, is on the agenda for the September 14, 2021 Civil Service Commission meeting.

The meeting will be held virtually via the Zoom platform at 2:00 p.m.

You and your client are invited to attend. The sign on details will be provided to you via email in advance of the meeting.

Yours truly,

Eric M. Amado
Acting Personnel Director

/dlc

Employment Matters

Doug Walton, president
Norwalk, CT
908.963.2380
employmentmatters@aol.com

September 8, 2021

Via E-mail to: eric.amado@bridgeportct.gov

Eric Amado, Personnel Director

City of Bridgeport, CT

Subject: Appeal of Denial of Employment for Daunne Blake as Firefighter

Eric,

I represent Daunne Blake in this matter and wish to formally file an appeal on behalf of my client regarding the denial of employment based on the results of a psychological examination performed at Behavioral Health Consultants LLC on 3018 Dixwell Avenue in Hampden, CT. The examiner was Mark J. Kirschner, Ph.D., ABPP, Clinical Psychologist. The date of the report written is July 23, 2021.

This appeal is filed based on an administrative error that the City of Bridgeport utilizes more than one vendor for psychological testing. Further the former Personnel Director of the City of Bridgeport involved with this scheduling was aware that Blake had previously attended Behavioral Health Consultants LLC for different reasons. The City of Bridgeport continued to send Blake to the same contractor for her new psychological exam.

Blake had been evaluated by this contractor under different circumstances while a Firefighter Cadet for the City of New Haven. This previous psychological service was not performed as a pre-employment examination. Instead it was an Employee Assistance Program referral by the City of New Haven due to traumatic events that occurred to Blake while a cadet.

In the report by Kirschner on page 2 he cites, "Again it is noted in her previous evaluation that she reported previously participating in 6 sessions of treatment through her EAP which was mandated by her employer in 2018".

Had Blake not been sent to this psychological provider by the City of Bridgeport, this particular statement would have never been written. Kirschner used these records as a means to probe my client about what she stated in confidence in 2018 to a psychologist under an EAP referral. This clearly tainted the evaluation and is neither appropriate or ethical for a pre-employment psychological examination.

If Kirschner did not review previous visit documentation the evaluation would have been more neutral but unfortunately he took the unnecessary risk to do so. Stunned at his behavior and aggressive attitude, Blake did her best to explain the situation.

Further, the City of Bridgeport could have assigned Blake to be evaluated by someone she had never been seen by before and were aware of the prior visit to this psychological center.

Employment Matters

Doug Walton, president
Hillsborough, NJ 08844
908.963.2380
employmentmatters@aol.com

Thus, the request is that this psychological examination be withdrawn as a basis of denial for employment. Blake recently attended a psychological examination in Hartford, CT. This report can be utilized or the City of Bridgeport can send her to the other provider for evaluation.

Please schedule this appeal without haste for Tuesday, September 14th before the city's board for review.



Doug Walton
President



ERIC M. AMADO
Acting Personnel Director

CITY OF BRIDGEPORT, CONNECTICUT
CIVIL SERVICE COMMISSION

CITY HALL * 45 LYON TERRACE * BRIDGEPORT, CONNECTICUT 06604-4023 * (203) 576-7103 * Fax 576-7102

Commissioners

RICHARD P. RODGERS
MELVA FALBERG
PAUL GRECH
GAIL M. BUCCINO
LASHEA HALL

August 18, 2021

Daunne Blake
780 Seaview Avenue Unit #3
Bridgeport, CT 06607

Dear Ms. Blake:

This is to inform you that your application for employment as an entry level Firefighter with the City of Bridgeport has been removed from the selection process because you were not recommended for hire based on your psychological evaluation of July 23, 2021. Should you desire to review the psychological report you may do so by calling this office at (203) 576-7247 to schedule an appointment.

Further, should you desire to appeal your disqualification to the Civil Service Commission, you must file a written letter of appeal with this office within thirty (30) days of the date of this letter.

Although you have the right under the Bridgeport City Charter to appeal your disqualification, please be advised that the Civil Service Commission does not overturn the professional conclusions of the psychological examiner. Appeals are only granted because of an administrative type error, such as mistaken identity.

Therefore, if your appeal is based on a claim that you disagree with the conclusions of the City's professional psychologist or medical doctor, your appeal will not be granted.

Should the City of Bridgeport conduct a new testing process for Firefighter you may apply; however, you would again be subject to all testing requirements.

Sincerely,

Eric M. Amado
A/Personnel Director

cc: A/Chief Lance Edwards
Deputy Chief James Buck